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REPORT OF THE 1989 SALARY SURVEY

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Last, but definitely not least, we would like to thank the members of APA who responded to this survey. The Association's ability to provide current national data on the salaries of psychologists hinges on this participation.

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INTRODUCTION

Sixth in a series of reports, Salaries in Psychology 1989 presents data on the salaries of psychologists. The effort was initiated by APA in 1981 in response to an increasing number of requests from psychologists, students, employers, and other groups for current national salary data. As has been true in past reports, selected summary statistics are reported for current salaries of APA members working fulltime in a variety of settings and positions (e.g., faculty or direct human services) and, where there are sufficient numbers of responses ($N \geq 10$), for individual employment settings within a position. Additionally, data are presented for salaries of doctoral-level respondents by position, region, and median years since degree.

The data represent: (1) salaries for individuals who are employed fulltime (at least 35 hours per week) in salaried positions; (2) net income (i.e., income after deducting office expenses) for self-employed individuals who are working fulltime (at least 35 hours per week); and net income for individuals who are employed fulltime (at least 32 hours per week) in independent practice. Many psychologists have additional sources of income from multiple activities or employment settings, thus these data do not represent total income.

Method

The 1989 Salary Survey was mailed in July, 1989 to a random sample of 10,000 U.S. resident APA members. Individuals were eligible for inclusion in the sample if they had indicated full-time employment in the 1987 Membership Directory database, were under 65 years of age, and were U.S. residents. The Directory Survey is conducted every four years and is designed to gather biographical and other information on APA members.

A one-page questionnaire (see Appendix A) requested the following information from individuals reporting full-time employment: current major field; highest degree; year of highest degree; total years of work experience; employment setting; type of position; full-time salary or net income; period for this salary (i.e., 9-10-month or 11-12-month basis); licensure or certification; zip code of employment setting; licensure; and typical hourly fees. In a departure from previous Salary surveys, the 1989 Salary Survey was not anonymous and there was one followup mailing to non-respondents on August 21, 1989.

A total of 6,913 (69%) surveys were returned. Of these, 5,766 (58%) indicated that they were employed fulltime, and provided some data on employment setting and degree, as well as on the other variables. This 58% comprises the basis for the report. The 1,137 respondents were excluded from further analyses because they were working on a part-time basis or because they failed to provide data on their position, current field, or other variables. Five thousand, one hundred and seventy-six respondents were doctoral-level and employed full time, while 590 were at the master's level and were employed full time.

Organization of the Report

The report is divided into 13 sections, eleven of which provide salary data for a specific type of position. The sections are as follows:

1. Faculty Positions
2. Educational Administration
3. Research Positions
4. Research Administration
5. Direct Human Services Position
6. Administration of Human Services
7. Applied Psychology (Industrial-Organizational Psychology)
8. Applied Psychology (Other Psychology)
9. Administration of Applied Psychology
10. Other Administrative Positions
11. Master's-level Positions
12. Salaries for Selected Positions, Regions, and Cities.

Once again, salaries for "Direct Human Services" are not presented separately by major specialty area (e.g., clinical, counseling, school or health). Rather, they have been combined, given the lack of substantive differences across subfields. As was true in 1987, doctoral-level salaries in the tables and figures in Section 5 are those of licensed psychologists. Salaries for "Applied Psychology Positions" are presented separately for industrial-organizational psychology and other psychology (Sections 7 and 8). Again, as in 1987, all data for master's-level respondents are reported in one section in this report (Section 11) due to the small number of respondents.

For both doctoral- and master's-level respondents, data are presented separately for each position. The salary data for faculty positions (Section 1) are broken down by academic rank. For all other sections (Sections 2-10), the salary data are broken down by years of work experience: 0-1 year; 2-4 years; 5-9 years; 10-14 years; 15-19 years; 20-24 years; 25-29 years; and 30 years or more. The number of respondents in the "0-1 year" category is too small to report detailed information, primarily because many psychologists do not join APA until a year or two after they receive their degree. Information on starting salaries is available in APA's Doctorate Employment Survey (e.g., Pion, Bramblett, and Wicherski, 1987). The next Doctorate Employment Survey will be in the field in the Spring of 1990 and results should be available in the Fall.

Each section contains a brief description of the position. The first figure in each section gives frequency distributions and summary statistics for salaries of doctoral-level respondents. The summary statistics include percentiles, medians, means, and standard deviations. No statistics are reported when the N is less than 10.

Where there are a sufficient number of respondents ($N \geq 10$), summary statistics are presented for specific employment settings for a particular position. (See Appendix A for a complete listing of these settings in the survey instrument). In these cases, the tables in each section present summary statistics for doctoral-level respondents employed in specific

settings. The summary statistics for employment settings also are presented according to academic rank or years of work experience, and include the median, mean, the 25th and 75th percentiles (Q1 and Q3), and standard deviation.

Respondents reported 11-12-month salaries for most positions, and they are presented in this manner. The one exception to this rule is "Faculty Positions", (Section 1), where respondents provided 9-10-month salaries.

Caveats

Readers should be aware of possible sources of error when using the information from this report. First, eligibility for inclusion in the 1989 survey was based partially on information reported by current APA members in 1987, along with data on new members who had joined the Association since the 1985 Directory survey was conducted. The primary criterion for selection was full-time employment; however, not all members reported this information. In addition, for the majority of respondents, the data were gathered 2 years previously and people may have changed jobs in the interim. Thus, some degree of non-sampling error may exist.

In past years, the Salary Survey has been anonymous. This was changed for the 1989 Salary Survey. A second mailing to non-respondents was used in an attempt to boost reponse rates. Appendix C presents a comparison of demographic characteristics of the population from which the survey sample was drawn, as well as characteristics of the respondents and non-respondents. This table provides some idea of the degree of non-respondent bias (i.e., whether those who did not respond differ greatly from those who responded).

In general the three groups are very similar. Non-respondents seem to be somewhat more likely to have listed "other fields in psychology" than did respondents. However, for non-respondents and population, choice of current field is based on responses to the APA Directory Survey over a number of years which makes it easier to specify current major field than is the case with respondents from whom we have only the one response, and for whom the "not specified" is largest. The majority of all three groups have earned a doctorate. Although the representation of Master's-level psychologists is higher in the respondent and non-respondent group than in the population, it is still a problem in that there are often too few master's-level respondents to generate summary statistics.

The respondents are more likely than the other two groups to have less than 5 years of work experience, and the "not specified" category is also larger for the respondents than for the non-respondents or population. Respondents are less likely than the non-respondents or population groups to be licensed or certified. The representation of women is somewhat higher in the group of respondents than in the population yet it is almost the same for the non-respondent group. The three groups do not differ significantly with respect to geographic distribution. In sum, although the three groups do not differ significantly on the characteristics presented in Appendix C, we have no way of knowing whether they do differ on such characteristics as

salary, employment settings, or work activities and no way of knowing the actual extent of non-respondent bias.

The number of respondents in some categories is very small, and the statistics reported should be interpreted with caution. This has been and continues to be particularly true for salaries of master's-level respondents.

The salary data in this report are based on a national sample. For locations where the cost of living differs significantly from the national average, the average salaries would be expected to vary accordingly. Section 12 presents information on salaries by region and by selected cities.

1. FACULTY POSITIONS

Faculty positions constitute the second largest category of respondents to the 1989 Salary Survey (N=1,351). Incumbents of these positions primarily are involved in teaching, research, or serve as chairs of departments. Most faculty have earned their doctorates.

The largest percentage of faculty (27%) are in clinical psychology. This is followed by developmental (10%); counseling (9%); social and educational at 8% each; industrial-organizational psychology at 6%; and experimental psychology (5%).

Frequency distributions and summary statistics are presented for doctoral-level faculty in Figure 1. The data are reported by academic rank: full professor; associate professor; and assistant professor.

Table 1 presents information for faculty in specific employment settings by academic rank. Almost two-thirds (65%) of the doctoral-level faculty are employed in university settings. Forty-three percent are in university psychology departments, 11% are in university education departments, and 11% are in university business or other university academic settings. Twelve percent each are employed in four-year psychology departments, or in medical school settings. Other settings include two-year colleges and freestanding, affiliated or other professional schools.

Faculty salaries are typically paid on a 9-10-month basis, and the data in the following tables reflect this. Faculty salaries may be paid on an 11-12-month basis in university counseling centers, research centers or institutes, medical schools and professional schools. The 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying the reported statistics by 11/9.

The median 9-10-month salary is $41,000 for doctoral-level faculty. More extensive data, including breakdowns by years in rank, type of institution (e.g., public versus private), and geographic region, are available from the report, 1988-89 Salaries in Graduate Departments of Psychology, cosponsored by APA and the Council of Graduate Departments of Psychology. (Pion, Wicherski, and Kohout, 1989).

FIGURE 1

FACULTY POSITIONS -- DOCTORAL LEVEL

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank
$100,000 or more	5	1	1		
$ 90,000 to $ 99,000	11		1		
$ 80,000 to $ 89,000	9	1	1		
$ 70,000 to $ 79,000	41	7	1		
$ 60,000 to $ 69,000	76	6			1
$ 59,000	6	1			
58,000	4		1		
57,000	7	3	1		
56,000	12	3			
55,000	23	3	1		
$ 54,000	16	2			
53,000	10	3			
52,000	28	7	2		
51,000	13	2	1		
50,000	25	3			
$ 49,000	24	7	1		1
48,000	18	8			
47,000	14	9	3		
46,000	16	5	3		1
45,000	29	19	4		1
$ 44,000	15	13	1		
43,000	25	22	9	1	
42,000	27	13	4	1	
41,000	14	16	7		
40,000	18	20	4	1	1
$ 39,000	13	21	5	1	
38,000	15	21	8	2	1
37,000	14	16	10	1	1
36,000	10	27	11	3	
35,000	13	21	14	1	
$ 34,000	10	24	10		
33,000	5	12	20		1
32,000	3	17	16		1
31,000	4	16	10	2	
30,000	3	8	23		1
$ 29,000	6	15	23	1	1
28,000		12	19		1
27,000	3	2	14		1
26,000	2	8	11	1	1
25,000		6	16	4	4
$ 24,000		1	6	1	
23,000	2		1	1	1
22,000		2	1		
21,000		2	1		
20,000		2		1	
$ 19,000		1			
18,000		2			
17,000					
16,000					
15,000					
$ 14,000					
13,000					
12,000					
11,000					
10,000					
N	609	410	267	22	19
90%	70,000	49,991	43,000	@ 41,209	49,091
75%	57,636	44,000	36,818	38,114	40,091
Median - 50%	49,909	38,000	31,909	33,500	30,273
25%	42,000	33,000	28,000	24,886	25,364
10%	36,000	28,636	25,364	23,155	24,545
Mean	51,426	39,335	33,828	32,021	33,866
S.D.	13,850	10,770	9,992	7,023	10,326

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other

Academic Rank

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TABLE 1

FACULTY POSITIONS
DOCTORAL-LEVEL, 9-10-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	RANK	MEDIAN	Q1	Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT							
	FULL PROFESSOR	51,000	43,000	58,000	52,178	12,544	317
	ASSOCIATE PROFESSOR	37,000	34,000	41,500	37,547	6,579	157
	ASSISTANT PROFESSOR	30,000	27,000	34,750	31,114	5,602	84
UNIVERSITY EDUCATION DEPARTMENT							
	FULL PROFESSOR	49,091	42,500	58,955	50,544	12,061	66
	ASSOCIATE PROFESSOR	39,000	35,000	43,000	40,508	14,431	56
	ASSISTANT PROFESSOR	31,955	29,000	33,000	32,091	4,834	24
UNIVERSITY BUSINESS SCHOOL/DEPARTMENT							
	FULL PROFESSOR	65,000	49,909	75,000	63,539	15,530	16
	ASSOCIATE PROFESSOR	47,000	48,080	35,000	55,500	14,379	17
	ASSISTANT PROFESSOR	43,000	36,864	45,000	41,049	5,535	13
UNIVERSITY, OTHER ACADEMIC DEPARTMENT							
	FULL PROFESSOR	50,000	43,000	60,000	52,730	12,126	39
	ASSOCIATE PROFESSOR	40,000	35,182	48,000	40,640	8,045	27
	ASSISTANT PROFESSOR	33,500	29,659	36,614	33,505	4,575	20
FOUR-YEAR PSYCHOLOGY DEPARTMENT							
	FULL PROFESSOR	41,727	36,000	48,000	43,753	14,132	67
	ASSOCIATE PROFESSOR	31,000	27,818	36,000	31,934	6,998	61
	ASSISTANT PROFESSOR	28,000	26,000	32,000	29,314	5,109	31
TWO-YEAR COLLEGE							
	FULL PROFESSOR	45,000	36,091	50,000	43,777	8,770	29
	ASSOCIATE PROFESSOR	43,000	35,500	48,750	42,939	9,964	12
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT*							
	FULL PROFESSOR	68,727	52,773	81,068	67,871	18,964	26
	ASSOCIATE PROFESSOR	44,591	37,227	57,273	49,352	14,260	30
	ASSISTANT PROFESSOR	33,136	29,455	36,818	35,710	11,853	33

CONTINUED

TABLE 1 (CONTINUED)

FACULTY POSITIONS
DOCTORAL-LEVEL, 9-10-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	RANK	MEDIAN	Q1	Q3	MEAN	S.D.	N
MEDICAL SCHOOL, OTHER DEPARTMENT*							
	ASSOCIATE PROFESSOR	40,909	36,409	47,455	44,663	11,491	17
	ASSISTANT PROFESSOR	37,636	32,523	41,932	38,782	8,923	30

*These salaries are normally paid on an 11-12-month basis. Conversion from 9-10-month salaries can be accomplished by multiplying by 11/9.

2. EDUCATIONAL ADMINISTRATION

Educational administration refers to college or university administrative positions (e.g., president, provost, or dean), although these individuals also may hold a faculty appointment. Department chairs, however, are excluded from this category. In addition, these positions include school district superintendents or other administrative positions related to education. Figure 2 presents salary data for 121 doctoral-level respondents. The data in this section, as in all subsequent sections of this report, are broken down by total years of work experience.

The most frequently reported subfields in psychology for doctoral-level respondents are educational psychology (18%), school psychology (14%), clinical psychology (12%), counseling psychology (10%). Developmental and industrial-organizational psychology each were mentioned by 7% of the respondents, social psychology was mentioned by 5%. Of note, 16% of the respondents mentioned a field other than psychology (e.g., education).

Doctoral-level respondents are most likely to be employed in university administrative units (32%), school system district offices (17%), four-year college administrative units (8%), and two-year colleges (5%).

The median 11-12-month salary for doctoral-level respondents is $59,000.

FIGURE 2

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					2		1	
$ 90,000 to $ 99,000							2	1
$ 80,000 to $ 89,000					1	2	1	4
$ 70,000 to $ 79,000				6	5	5	7	2
$ 60,000 to $ 69,000				4	6	6	2	1
$ 59,000				1	1			1
58,000							1	
57,000					2			
56,000			1	1	2	3		
55,000				1	1	1		
$ 54,000				1	1		1	
53,000						1	2	1
52,000				2		1		
51,000					1	1		
50,000				2	3			
$ 49,000			1					
48,000			1	1	2			
47,000								
46,000				1	1			
45,000					1			
$ 44,000						2		
43,000				1				
42,000			1	1	1	1		1
41,000					1	1		
40,000				1				
$ 39,000								
38,000								
37,000			1					
36,000								
35,000				1			1	
$ 34,000			1					
33,000								1
32,000								
31,000								
30,000				1				1
$ 29,000		1						
28,000								
27,000								
26,000								
25,000								
$ 24,000					1			
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	1	6	25	32	25	18	13
90%				75,800	81,500	78,800	96,700	90,200
75%				68,000	70,500	72,000	80,000	85,278
Median - 50%				55,000	57,222	60,000	72,000	70,000
25%				47,000	50,000	52,500	57,000	47,500
10%				38,000	42,900	43,200	51,200	31,200
Mean				55,947	61,764	60,489	70,994	70,000
S.D.				12,991	21,841	12,098	17,170	21,223
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 2

EDUCATIONAL ADMINISTRATION
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
UNIVERSITY ADMINISTRATIVE OFFICE							
	15-19 YEARS	62,000	56,000	73,000	65,909	14,996	11

3. RESEARCH POSITIONS

Activities associated with conducting basic or applied research in any field are encompassed by research positions. Included are non-faculty positions in academic settings, employment as an investigator in a laboratory or research institute, and research positions in private industry. There were 105 doctoral-level respondents working in research positions. Salary information is presented in Figure 3.

As has been true in the past, those employed in research positions represent many different subfields of psychology. For individuals at the doctoral level, the most frequently reported subfields are social psychology (12%), industrial-organizational psychology (11%), clinical psychology (8%), and experimental psychology (7%). Other fields in psychology were reported by 11% of the respondents. Eleven percent of the respondents mentioned fields other than psychology.

The range of employment settings is also large. At the doctoral-level, twenty-one percent reported that they were employed by a government research organization or laboratory, while 20% mentioned a private research organization. Ten percent were located in university research centers, and 7% were employed by departments in medical schools. Almost 5% reported that they were self-employed. Overall, just over 50% of doctoral-level respondents were employed by research organizations, government agencies, business and industry, or the military.

The median 11-12-month salary for doctoral-level respondents in research positions is $50,000.

FIGURE 3

RESEARCH POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1		1		1
$ 90,000 to $ 99,000			1				1	
$ 80,000 to $ 89,000					3	2		2
$ 70,000 to $ 79,000		1	2	1		3	1	3
$ 60,000 to $ 69,000			1	4	5		1	1
$ 59,000						1		
58,000			1	1		1		
57,000				1	1			
56,000			1					
55,000								
$ 54,000				2			1	
53,000			1	1		1	1	1
52,000				1				
51,000								
50,000			1			2		
$ 49,000								
48,000				1	1			
47,000		1	1					
46,000			1	1	2			
45,000			3	4				
$ 44,000		1	2		1	1		
43,000			1			1		
42,000			1					
41,000		1		2				
40,000			3	1				
$ 39,000			1	1				
38,000			1	1				
37,000			1					1
36,000		2	1					
35,000		1		1			1	
$ 34,000								
33,000			1					
32,000			1					
31,000								
30,000			3					
$ 29,000								
28,000								
27,000		1	1					
26,000								
25,000		1						
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	9	30	24	13	13	6	9
90%			69,000	69,000	84,600	94,000		
75%			50,750	60,250	71,500	79,000		
Median - 50%			43,500	50,000	60,000	58,667		
25%			36,750	42,000	47,000	50,000		
10%			30,000	38,500	44,800	43,400		
Mean			45,533	52,875	62,000	64,590		
S.D.			14,231	14,856	14,201	17,666		
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

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4. ADMINISTRATION OF RESEARCH

Research administrative positions involve the management or administration of a research organization or program. Although the individuals employed in these positions also may be involved in research design, data collection and data analysis, their primary responsibility is managing research, including the supervision of research personnel. There were 88 doctoral-level respondents who described their positions as administration of research. Their salaries are presented in Figure 4.

Individuals employed in research administration are from many fields in psychology. Industrial-organizational psychology was reported by 14% of the respondents, followed by educational psychology and psychometrics (10% each). Other subfields that were mentioned are social and health psychology (6%), and clinical, developmental and engineering psychology (5% each). Other fields in psychology were mentioned by 9% of the respondents while 13% of the respondents reported "other fields not in psychology."

These individuals also are employed in a wide variety of settings. These include: business or industry (15%); government research organizations (11%); and university research centers (10%). Some 9% reported consulting and private research organizations as settings. There were very few to be found from hospitals or health service settings. As noted, most are found in private or government research organizations.

For positions described as the administration of research, the median 11-12-month salary for doctoral-level respondents is $58,000.

FIGURE 4

RESEARCH ADMINISTRATION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				4		1	1	1
$ 90,000 to $ 99,000				1		2		
$ 80,000 to $ 89,000					3		2	1
$ 70,000 to $ 79,000					1	2	3	3
$ 60,000 to $ 69,000			1	5	6	2	2	1
$ 59,000							1	
58,000			2	1		1		1
57,000			1	1				
56,000								
55,000		1		2				
$ 54,000					1			
53,000				1		1	1	
52,000		1	2	1	1	1	1	
51,000				1				
50,000			1	1				
$ 49,000				1				
48,000								
47,000								
46,000								
45,000			1					
$ 44,000				2				
43,000						1		
42,000		1		1				
41,000			1					
40,000		1	1					
$ 39,000				2				
38,000			1	1				
37,000								
36,000				1				
35,000			1	1				
$ 34,000								
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000					1			
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	4	12	27	13	11	11	7
90%			62,900	104,800	83,500	111,000	209,000	
75%			57,750	62,000	77,000	90,000	82,000	
Median - 50%			51,000	55,000	60,000	64,000	70,000	
25%			40,250	44,000	53,500	53,000	58,667	
10%			35,900	37,600	38,500	44,800	52,200	
Mean			49,250	63,667	62,857	70,455	83,808	
S.D.			9,410	34,549	15,357	21,667	53,022	
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

T02893

5. DIRECT HUMAN SERVICES

This section describes the salaries of all respondents whose positions may be described as direct human services regardless of specialty area (e.g., clinical, counseling, school, or health psychology). Further, salaries of respondents at the doctoral level are reported only for licensed respondents. There are 2,211 doctoral-level respondents in this category. Salary data for doctoral-level individuals are presented in Figure 5.

The majority of doctoral-level respondents are in the following three fields, clinical (77%), counseling (11%), school (4%). Seven percent of the respondents involved in the delivery of human services mentioned health psychology, educational psychology, industrial organizational and cognitive psychology, and fields in psychology other than those listed on the survey.

Overwhelmingly, doctoral-level respondents are in individual private practice, group practice, or medical psychological practice settings (63%). This is particularly true for clinical and counseling psychologists. Hospital settings were mentioned by 15% of the respondents. Additional setting categories are other human service settings (8%), (e.g., CMHCs, HMOs, non-university counseling or guidance centers, and specialized health services). Non-university educational settings were reported by 6% of the respondents--predominantly school psychologists. Three percent of the human service providers were employed in criminal justice, military, or government settings (again, school psychologists were more likely to be found in these settings than were clinical or counseling psychologists). About 2% were employed in consulting or were self-employed or in business/industry, while another 2% were found in university settings (more often counseling psychologists than clinical or school psychologists).

Salaries in certain employment settings may be paid on a 9-10-month basis rather than on an 11-12-month basis as reported here. Conversion of 11-12-month salaries to 9-10-month salaries may be accomplished by multiplying the statistics in Table 5 by 9/11.

For direct human services, the overall median 11-12-month salary for licensed doctoral-level respondents is $55,000. The median 11-12-month salary for licensed doctoral-level clinical psychologists is $56,000. Licensed doctoral-level counseling psychologists reported an 11-12-month median salary of $50,000, while licensed doctoral-level school psychologists reported an 11-12-month median salary of $53,778.

FIGURE 5

HUMAN SERVICE POSITIONS -- (LICENSED ONLY) DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more			6	22	14	8	4	5
$100,000 to $149,000		3	57	76	68	37	8	21
$ 90,000 to $ 99,000		2	19	31	20	9	2	3
$ 80,000 to $ 89,000		3	16	55	49	21	4	8
$ 70,000 to $ 79,000		9	45	50	54	32	12	11
$ 60,000 to $ 69,000		13	57	85	71	29	11	16
$ 59,000		1	2	4	3	1		
58,000			1	4	1	1		
57,000			2	5	7		1	1
56,000			4	3	5	5	1	
55,000		5	14	13	14	7	1	1
$ 54,000		2	2	5	5	8		
53,000			6	4	6	7	4	4
52,000		1	4	8	7	9	3	1
51,000		1	7	4	11	6		1
50,000		7	34	40	32	13	3	7
$ 49,000		3	5	9	10	3	1	4
48,000		3	11	11	8	4	2	1
47,000		2	5	14	5	2	1	3
46,000		4	8	9	5	3	2	3
45,000		9	25	22	12	5	5	2
$ 44,000		6	12	10	7	2	1	6
43,000		3	7	8	7	3	2	1
42,000		11	14	8	6	5	3	1
41,000		4	12	5	1	1	1	
40,000		16	24	27	18	7	4	4
$ 39,000		4	10	2	4	2		2
38,000		3	12	5	3	1	1	
37,000		4	11	10	9	1	2	
36,000		6	13	12	8	3	2	1
35,000	1	5	15	9	8	3	2	1
$ 34,000		7	9	3	2	1		
33,000		7	3	3	1	1		1
32,000	1	6	5	5	2	1	2	
31,000		1	8			3		
30,000		7	7	6	11	3	3	
$ 29,000		2	2	2	2			
28,000		2	1	1	1			
27,000		2	4	2		1	1	
26,000		2	2			1		1
25,000			2	2	2	1		
$ 24,000		1	1	1			1	
23,000			1		1			
22,000			2		1	3		
21,000				1	1			
20,000			1	4				1
$ 19,000								
18,000		1	3		1	1		
17,000								1
16,000					2	1	1	
15,000		1	1	1			1	
$ 14,000								
13,000					1			
12,000								
11,000					1			
10,000					1			
N	2	169	512	601	508	255	92	112
90%		69,500	90,000	105,000	110,000	120,000	100,000	121,556
75%		50,000	65,000	83,000	83,000	85,000	75,000	90,000
Median - 50%		42,000	50,000	60,000	60,500	60,000	53,000	62,778
25%		35,000	40,000	45,222	48,000	50,000	42,000	47,250
10%		30,000	34,000	37,000	37,000	38,600	32,900	40,000
Mean		45,582	56,265	67,620	67,942	69,976	63,766	72,231
S.D.		16,246	24,467	31,598	30,047	33,802	37,410	34,396
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 5

DIRECT HUMAN SERVICE POSITIONS (LICENSED ONLY)
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
PRIVATE GENERAL HOSPITAL							
	2 - 4 YEARS	40,000	35,000	44,000	40,182	4,513	11
	5 - 9 YEARS	42,500	38,500	45,250	45,833	15,167	18
	10-14 YEARS	48,500	39,500	65,000	61,400	41,804	10
	15-19 YEARS	41,500	37,750	77,500	61,300	41,150	10
PUBLIC MENTAL HOSPITAL							
	2 - 4 YEARS	40,000	39,250	44,000	40,313	4,729	16
	5 - 9 YEARS	44,000	39,000	46,500	42,759	7,059	29
	10-14 YEARS	45,000	41,000	48,000	44,333	4,271	15
	15-19 YEARS	42,000	37,000	50,000	43,273	8,223	11
NONPROFIT MENTAL HOSPITAL							
	5 - 9 YEARS	41,000	39,000	48,000	48,000	20,990	11
VA HOSPITAL							
	5 - 9 YEARS	43,500	41,250	45,000	43,667	2,605	12
	10-14 YEARS	49,000	46,250	50,000	49,375	4,519	24
	15-19 YEARS	50,500	49,000	53,000	50,563	2,337	16
	20-24 YEARS	53,000	52,000	54,000	52,300	2,359	10
	30 YEARS +	49,000	46,000	53,000	48,909	3,562	11
PRIVATE MENTAL HOSPITAL							
	5 - 9 YEARS	50,000	45,000	73,000	59,462	21,728	13
INDIVIDUAL PRACTICE							
	2 - 4 YEARS	51,000	40,000	65,000	54,830	17,459	36
	5 - 9 YEARS	60,000	48,889	79,000	67,179	36,051	191
	10-14 YEARS	70,000	50,000	95,000	77,594	38,215	308
	15-19 YEARS	67,000	50,000	90,000	74,427	34,497	281
	20-24 YEARS	72,000	52,000	96,000	78,982	41,334	135
	25-29 YEARS	70,000	45,000	87,500	74,600	45,972	45
	30 YEARS +	75,000	50,000	100,000	81,450	37,951	61
GROUP PSYCHOLOGICAL PRACTICE							
	2 - 4 YEARS	46,000	36,750	66,750	53,543	25,581	26
	5 - 9 YEARS	62,000	48,000	75,000	66,373	28,185	51
	10-14 YEARS	63,000	45,000	80,500	66,886	27,303	73
	15-19 YEARS	75,000	58,750	105,000	85,368	54,004	45
	20-24 YEARS	70,000	50,000	100,000	81,667	49,021	21

(CONTINUED)

TABLE 5 (CONTINUED)
DIRECT HUMAN SERVICE POSITIONS (LICENSED ONLY)
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
MEDICAL/PSYCHOLOGICAL GROUP PRACTICE							
	2 - 4 YEARS	48,000	45,000	55,000	52,818	11,330	11
	5 - 9 YEARS	61,000	50,000	74,000	66,957	29,177	23
	10-14 YEARS	65,000	50,500	90,500	69,724	23,150	29
	15-19 YEARS	62,000	50,000	85,000	69,565	27,485	23
	20-24 YEARS	81,500	55,500	105,750	82,300	28,296	10
OUTPATIENT CLINIC							
	5 - 9 YEARS	44,000	38,000	61,000	49,273	14,772	11
COMMUNITY MENTAL HEALTH CENTER/ CLINIC							
	5 - 9 YEARS	37,500	33,750	42,750	38,143	5,749	14
	10-14 YEARS	43,000	36,000	55,500	44,643	10,285	14
	15-19 YEARS	41,556	36,000	48,000	43,135	9,024	19
	20-24 YEARS	41,500	37,500	48,500	42,200	9,964	10
UNIVERSITY STUDENT CENTER							
	5 - 9 YEARS	34,500	30,250	36,500	33,787	3,310	12
ELEMENTARY/SECONDARY SCHOOLS							
	15-19 YEARS	51,333	44,611	61,722	53,556	11,469	13
	20-24 YEARS	58,056	51,500	62,528	57,657	8,241	12
OTHER HEALTH SERVICE SETTING							
	5 - 9 YEARS	40,000	31,000	45,222	37,747	7,426	11
SELF-EMPLOYED							
	10-14 YEARS	47,500	36,250	66,250	52,067	21,687	10

6. ADMINISTRATION OF HUMAN SERVICES

This section presents salary information for positions described as the administration of human services, i.e., positions that involve managing a human services program. Although these individuals also may be involved in the delivery of services, their primary responsibility is the administration of such activities, including the supervision of human services personnel. There were 541 doctoral-level respondents reporting this type of position, and their salaries appear in Figure 6.

Unchanged from 1987, sixty-nine percent of the respondents in this position reported clinical psychology as their current major field; counseling psychology was reported by 12%. Two percent of the respondents mentioned community psychology and another 2% chose health psychology. Seven percent mentioned other fields in psychology (e.g., medical psychology), and another 3% indicated fields other than psychology.

Approximately 36% of the respondents in this category are employed in hospital settings (e.g., public and private general hospitals, public mental hospitals and Veterans' Administration hospitals). Another third (33%) are found in other health settings (CMHCs, outpatient services and settings providing specialized health services). Nine percent of the respondents are located in criminal justice, military or government settings. Six percent each reported being employed in university settings (predominantly student centers) and other educational settings. Only 5% are employed in individual or group private practice settings, less than 3% are in business-industry, consulting or are self-employed.

The median 11-12-month salary for doctoral-level respondents in these positions is $50,000.

FIGURE 6

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more				1				1
$100,000 to $149,000			1	5	3	1	2	3
$ 90,000 to $ 99,000			1		3	1	1	1
$ 80,000 to $ 89,000			2	2	6	1	3	2
$ 70,000 to $ 79,000		1	5	5	9	10	2	4
$ 60,000 to $ 69,000			8	15	20	14	6	4
$ 59,000			1	1	1	3	1	
58,000				4	2	1	1	
57,000			1	2	2	2		
56,000		1	1	1	4			1
55,000		2	2	6	3	4		2
$ 54,000				3	2	3		
53,000				3	5	2	4	1
52,000			1	4	2	2	1	1
51,000			2	6	2	1	2	
50,000			8	17	11	1	1	4
$ 49,000			2	7	2	2	1	1
48,000			11	7	3		1	1
47,000		1	4	7	1		1	
46,000		1	4	5	4			
45,000		3	4	3	5	1	1	1
$ 44,000			2	4	1	2	1	1
43,000		1	5	6	1	1	1	
42,000		1	6	9	4		2	
41,000			5	1	2	1		
40,000	1	2	8	6	4	1		
$ 39,000		4	1	2	4	1		
38,000		2	7	3	5			
37,000		1	2	1	2			
36,000			4	1				
35,000			8	2	1	1	1	
$ 34,000		1		1	1			2
33,000		2						1
32,000				4				
31,000		1	1	1				
30,000		2			1			
$ 29,000								
28,000					1			
27,000								
26,000								
25,000								
$ 24,000				1				
23,000								
22,000				1	1			
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	26	111	149	120	60	35	32
90%		55,100	67,600	65,000	79,900	77,000	87,000	121,400
75%		45,250	50,000	55,000	61,000	67,750	69,000	72,500
Median - 50%		39,500	46,000	50,000	52,500	58,500	53,000	56,111
25%		36,250	40,000	43,000	44,250	51,000	49,000	50,000
10%		30,700	36,000	38,000	38,000	44,000	42,600	44,300
Mean		42,077	49,016	52,609	55,572	60,256	60,629	56,111
S.D.		9,855	17,279	19,265	17,515	13,949	18,391	28,647
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

T02909

TABLE 6

ADMINISTRATION OF HUMAN SERVICES
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
PRIVATE GENERAL HOSPITAL							
	10-14 YEARS	50,000	47,250	57,250	51,188	6,969	16
PUBLIC MENTAL HOSPITAL							
	5-9 YEARS	45,000	40,000	48,000	43,364	5,482	11
	10-14 YEARS	49,000	42,000	50,000	46,188	5,718	16
	15-19 YEARS	52,000	43,500	62,250	54,667	13,138	12
VA HOSPITAL							
	10-14 YEARS	49,000	44,750	51,250	48,700	7,689	10
	15-19 YEARS	56,500	50,000	60,250	56,400	5,481	10
COMMUNITY MENTAL HEALTH CENTER/CLINIC							
	5-9 YEARS	42,000	37,333	48,000	43,365	7,744	21
	10-14 YEARS	47,500	42,250	56,500	51,833	18,922	18
	15-19 YEARS	45,000	39,000	50,000	45,783	10,929	23
SPECIAL HEALTH SERVICES							
	5-9 YEARS	46,000	40,250	61,250	49,500	12,966	12
	10-14 YEARS	49,000	44,000	83,500	66,923	42,855	13

7. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)

This section describes the salaries of those respondents whose positions may be described as applied psychology (e.g., personnel selection or assessment, systems or equipment design, and organizational consultation, analysis or training), and whose current major field is industrial-organizational psychology. Salaries for 141 doctoral-level respondents are described in Figure 7.

Well over three-fourths of doctoral-level respondents can be found in business/industry (33%), consulting (31%), are self employed (17%), or work in a government or private research organization (4%). Approximately 9% are located in criminal justice, government, or other non-profit agencies. Four percent are employed in health service settings while less than 2% are employed in academic or educational settings.

The median 11-12-month salary for doctoral-level individuals in applied psychology positions is $67,000.

FIGURE 7

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL - ORGANIZATIONAL) -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more				2	4	2	1	1
$100,000 to $149,000				11	1	2		2
$ 90,000 to $ 99,000			1		1	2	1	
$ 80,000 to $ 89,000			4	3	2	1	1	
$ 70,000 to $ 79,000		1		7	6	4	2	1
$ 60,000 to $ 69,000			3	4	6	7	1	1
$ 59,000				1				
58,000			2	1		1		
57,000			1	1				
56,000				1	1	1		
55,000			2	1	1			1
$ 54,000				1				
53,000				1		1		
52,000			1	2				
51,000				1			1	
50,000		2	1	2	1	1		
$ 49,000		1	1					
48,000						2		
47,000								
46,000			1			1		
45,000					1		1	
$ 44,000						1		
43,000								
42,000				1				
41,000		1						
40,000		1	1					
$ 39,000								
38,000		1						
37,000		1	1	1				
36,000		1						
35,000			1					
$ 34,000		1						
33,000		1						
32,000								
31,000			1					
30,000				1	1			
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000					1			
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	11	21	42	26	26	8	8
90%		67,600	86,600	121,500	174,600	112,500		
75%		50,000	74,550	115,000	90,000	86,250		
Median - 50%		40,000	57,000	70,000	70,000	67,500		
25%		36,000	47,500	58,750	58,000	55,250		
10%		33,200	35,400	50,000	39,000	47,400		
Mean		43,727	59,000	84,130	91,200	75,962		
S.D.		11,270	17,947	66,423	19,624	31,178		
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 7

APPLIED PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL)
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
CONSULTING FIRM							
	10-14 YEARS	118,500	65,250	121,250	112,000	61,953	14
BUSINESS/INDUSTRY							
	5-9 YEARS	57,500	51,250	60,000	56,250	13,431	12
	10-14 YEARS	69,000	54,500	76,000	71,588	23,880	17

8. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

This section describes salaries for individuals whose positions may be described as applied psychology and whose current major field is one other than industrial-organizational psychology. These individuals typically are involved in organizational consultation, marketing research, systems/equipment design, or other applied psychology activities. There were 44 doctoral-level respondents in these positions, and their salaries are presented in Figure 8.

The subfields most frequently reported are educational psychology (16%), clinical psychology and engineering psychology (14% each), other fields in psychology (25%), and "other fields not in psychology" (11%). Most of the respondents are located in business or industry (27%), followed by 1/4 in consultant settings and 16% who are self-employed. Overall, almost three-quarters of the respondents are in research, business or industry, are self-employed, or are in consultant settings. Much smaller percentages are found in criminal justice, military or government settings. Less than 1% are located in academic or educational settings.

The overall median 11-12-month salary for doctoral-level individuals in these positions is $54,000.

FIGURE 8

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				2	1		1	
$ 90,000 to $ 99,000							1	
$ 80,000 to $ 89,000							1	1
$ 70,000 to $ 79,000			1		1			1
$ 60,000 to $ 69,000			1		3	2		1
$ 59,000								
58,000				1				
57,000								
56,000					1			
55,000			1					
$ 54,000		1			2			
53,000								
52,000						1		
51,000			1	1				
50,000				2	1		1	
$ 49,000								
48,000							1	
47,000								1
46,000								
45,000					1			
$ 44,000								
43,000								
42,000			1					
41,000				1				
40,000		1		1	1			
$ 39,000								
38,000						1		
37,000								
36,000		1	2					
35,000								
$ 34,000		1						
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		4	7	8	11	4	5	4
90%					102,000			
75%					65,000			
Median - 50%					56,000			
25%					50,000			
10%					41,267			
Mean					60,485			
S.D.					18,502			
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

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9. ADMINISTRATION OF APPLIED PSYCHOLOGY

Administration of applied psychology includes the management of an organization or a program in applied psychology, such as a firm specializing in industrial-organizational psychology or market research. The primary responsibility of individuals in these positions is the administration of such programs, including the supervision of personnel. There were 74 doctoral-level respondents who claimed the administration of applied psychology as their primary position. Figure 9 reports salary information on these respondents.

Doctoral-level respondents in these positions most often reported clinical psychology as their major subfield (32%). Thirty percent reported industrial-organizational psychology as their major subfield, while 8% listed psychometrics, and 5%, each, listed engineering psychology and psychometrics.

Over half (53%) of the respondents in this position are located in government and private research organizations, business or industry, or are self-employed or consulting. Almost 17% were located in practice settings (e.g., CMHCs, IPPs, and IPAs), while 14% identified hospitals as their primary settings. Finally, almost 14% are in the military, federal or other government settings.

The median 11-12-month salary for doctoral-level respondents in the administration of applied psychology is $65,000.

FIGURE 9

ADMINISTRATION OF APPLIED PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more						3	1	
$100,000 to $149,000				3	2	1	2	1
$ 90,000 to $ 99,000			2		3	2		1
$ 80,000 to $ 89,000				1		1		1
$ 70,000 to $ 79,000			2	3	2	1	1	
$ 60,000 to $ 69,000			2	2	2	4	2	2
$ 59,000								
58,000								1
57,000						1	1	
56,000								
55,000		1		1				
$ 54,000								
53,000			1	1				
52,000			1	1		1		
51,000			1		1			
50,000				1	1	1		
$ 49,000			1					
48,000								
47,000								
46,000			2					
45,000				3	1			
$ 44,000			1					
43,000								
42,000								
41,000								
40,000								
$ 39,000								
38,000								
37,000								
36,000								
35,000				1				
$ 34,000								
33,000			1					
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000						1		
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		1	14	17	12	16	7	6
90%			90,000	100,500	103,500	150,000		
75%			72,000	74,000	94,500	116,250		
Median - 50%			52,500	62,000	73,500	69,000		
25%			46,000	48,750	53,250	57,750		
10%			36,500	44,000	46,500	41,000		
Mean			59,214	64,778	75,167	84,035		
S.D.			17,223	20,481	20,932	39,693		
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

T02874

10. OTHER ADMINISTRATIVE POSITIONS

Other administrative positions involve management responsibilities in a business, government, or non-profit organization that cannot be described as the direct administration of educational, research, human services, or other applied psychology activities. These positions may be related to psychology, such as the administration of government programs for the funding of research, management of a program concerned with psychological issues in a non-profit association, and personnel administration. There were 75 doctoral-level respondents in these positions, and their salaries are reported in Figure 10.

Doctoral-level respondents in administrative positions most often reported industrial-organizational psychology as their major field (29%). Other fields, not in psychology, were listed by 23% of the respondents, followed by clinical psychology (16%), other fields in psychology (7%), and health psychology (5%).

There was variation in the employment setting reported, but government settings and private nonprofit settings account for 44% of the respondents, followed by 37% in self-employment, consulting, government research settings, and business or industry. Only 9% are located in health service settings, and very few respondents reported educational or hospital settings.

The overall 11-12-month median salary for doctoral-level individuals in these administrative positions is $60,000.

FIGURE 10

OTHER ADMINISTRATIVE POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more					1		1	1
$100,000 to $149,000				2	3			2
$ 90,000 to $ 99,000			1					
$ 80,000 to $ 89,000			2	2	1	1	2	1
$ 70,000 to $ 79,000				3	1	4		3
$ 60,000 to $ 69,000				2	2	1	1	
$ 59,000					1			
58,000			1					
57,000					1			
56,000								
55,000								
$ 54,000								
53,000		1						
52,000				2				
51,000								
50,000				1	2			1
$ 49,000			1		1			
48,000			1	1	2		1	
47,000								
46,000								
45,000			1			1		
$ 44,000		1			1			
43,000			1					
42,000			1					
41,000		1						
40,000		1			1			
$ 39,000			1		1			
38,000	*			1				
37,000				1				
36,000				1				
35,000			1					
$ 34,000								
33,000								
32,000		1						
31,000				1				
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000						1		
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		5	11	17	18	8	5	8
90%			84,200	104,000	111,000			
75%			65,000	77,500	89,000			
Median - 50%			48,000	65,000	58,000			
25%			42,000	41,000	48,000			
10%			35,800	35,000	39,900			
Mean			56,364	63,529	70,611			
S.D.			20,563	24,111	14,011			
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

11. MASTER'S-LEVEL RESPONDENTS

This section contains salary information broken out by positions for master's-level respondents. Overall median salaries and salaries by years of experience are presented when there are sufficient numbers of respondents ($N \geq 10$).

Faculty Positions

The most frequently reported subfields are educational psychology (23%), clinical (19%), general (19%), and industrial-organizational psychology. There were 31 respondents at the master's-level.

Thirty-six percent of the respondents are located in two-year colleges, 29% are found in university psychology departments, and 13% are employed in four-year psychology departments. Other employment settings mentioned are university business departments, other university academic departments, other university settings, military service and the other nonprofit settings. The overall median 9-10-month salary is $37,409 for master's-level faculty.

Educational Administration

The current major subfield mentioned most often is educational psychology ($N=2$). Clinical psychology, school psychology and "other fields not in psychology" are also mentioned.

Most of the respondents are in one of two employment settings, either a school system district office or other educational setting (33% each). The remaining respondents ($N=3$) are employed in a university student center, other four year academic setting, and an elementary or secondary school setting. There are insufficient numbers of respondents to generate summary statistics ($N=9$).

Research Positions

There were 11 master's-level respondents in these positions. Equal numbers of respondents listed industrial-organizational psychology and other fields in psychology (27% each). The two remaining respondents mentioned fields other than psychology.

Most often, respondents are found in government research organizations (21%), followed by (18% each) in private research organizations and medical group practices. Specialized health service settings, self employment, state government settings, and other nonprofit settings were also mentioned by individual respondents. The overall median 11-12-month salary for individuals in these positions is $35,000.

Administration of Research

Master's-level respondents (N=6) listed as major fields industrial-organizational psychology (N=2), clinical, counseling, and engineering psychology and psychopharmacology (one each).

Respondents are employed by business or industry and in government settings. None of the respondents are employed in a university setting. There are too few respondents to allow the generation of summary statistics.

Direct Human Services

There are 326 respondents in this position. Forty-four percent of these listed clinical psychology as their current major field, 16% listed counseling psychology, and 25% reported school psychology. There are 49 respondents in the "other human services" position. Of these, 31% listed other fields in psychology, 12% each listed educational psychology and community psychology, and 10% chose psychometrics. Eight percent each chose general and health psychology while 6% listed other fields not in psychology.

The largest proportion of master's-level respondents are employed in private practice settings (25%). This is particularly true for respondents in clinical and counseling psychology. Only 5% of the respondents whose current major field is school psychology are found in health service settings. Twenty-three percent of the master's-level respondents are employed in clinics, CMHCs, guidance centers, or HMOs. Again, this is more applicable to master's-level clinical and counseling respondents than to master's-level respondents in school psychology.

Elementary or secondary school settings are mentioned by 15% of the respondents, the majority of whom listed school psychology as their current major field. The next employment setting in which we find master's-level respondents is hospitals (private or public, mental or general, etc.). Fourteen percent of the respondents mentioned hospitals, and most of these were trained in clinical psychology. There were 7% who were self employed, in private research or criminal justice settings. Five percent each were in 2 or 4 year colleges and school system district offices. Again, the majority of master's-level respondents in school system district offices claimed school psychology as their current major field. Three percent of master's-level respondents in human services positions are employed in university or government settings.

The overall 11-12-month median salary for master's-level human service providers is $36,000. Master's-level respondents who claimed either clinical or counseling psychology as their current major field reported a median 11-12-month salary of $34,000. The median 11-12 month salary for master's-level respondents in school psychology is $47,667. Other master's-level human service positions reported median 11-12-month salaries of $34,000.

Administration of Human Services

At the master's level, the most frequently reported subfield is clinical psychology (42%). Eighteen percent of respondents stated that counseling was their field, followed by community (10%), and school (8%). Seven percent listed other fields in psychology and 8% listed other fields outside psychology.

Most of the master's-level respondents are employed in human service settings such as independent practices, CMHCs, special health services, and other health services (53%). Sixteen percent of the respondents are located in hospital settings and 19% can be found in criminal justice agencies or government agencies. Almost 5% are employed by school systems and a little more then 2% are self-employed, or in business or industry. The overall median 11-12 month salary for individuals in this position Fs $40,000.

Applied Psychology Positions - (Industrial-Organizational Psychology)

There are 32 master's-level respondents in these positions. Eighty-eight percent are either self-employed, serving as consultants or are employed in business or industry. Nine percent of the respondents listed federal and local government agencies, while 3% are employed in other health service settings. The overall median 11-12-month salary for individuals in these positions is $60,000.

Applied Psychology Positions - (Other Psychology)

Only 6 respondents fall into this master's-level position. Two of the respondents were trained in psychometrics, while one, each, listed the following four fields: clinical psychology, counseling psychology, engineering psychology and other field not in psychology.

There was one respondent in each of the following employment settings, school system district office, psychiatric hospital, individual private practice, consulting, business or industry, and government. There are insufficient numbers of respondents to allow the generation of summary statistics.

Administration of Applied Psychology

Fifteen master's-level respondents fall into this position. Forty percent of the respondents listed industrial-organizational psychology as their major field, followed by engineering, other fields in psychology and other fields not in psychology.

Over half (53%) of the respondents are self employed, are consulting or are located in business or industry. Other employment settings are state and local governments, CMHCs, and special health services. The overall median 11-12-month salary for master's-level respondents in these positions is $54,000.

Other Administrative Positions

The master's-level respondents in this position chose fields not in psychology most of the time (35%). Industrial-organizational psychology was chosen by 29% of the respondents, while other fields in psychology were listed by 15% of the respondents.

The 34 master's-level respondents in these positions listed consulting and business or industry settings most often (41%). Twenty nine percent of the respondents are employed in government settings, while 6% are found in criminal justice settings. Another 6% are located in university settings and almost 9% are employed in CMHCs, HMOs and specialized health services. The overall median 11-12-month salary for master's-level respondents in this position is $60,000.

FIGURE II.A

FACULTY POSITIONS -- MASTER'S LEVEL

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank
$100,000 or more					
$ 90,000 to $ 99,000					
$ 80,000 to $ 89,000					
$ 70,000 to $ 79,000					
$ 60,000 to $ 69,000					
$ 59,000					
58,000					
57,000					
56,000	1				
55,000					
$ 54,000	1	1			
53,000					
52,000					
51,000					
50,000					
$ 49,000					
48,000					
47,000					
46,000				1	
45,000	1	2			
$ 44,000					
43,000	2	1		1	
42,000		1			
41,000		1			
40,000					
$ 39,000		1			
38,000			1		
37,000			1		
36,000			1		
35,000					
$ 34,000		1			
33,000			1		
32,000			1		
31,000				1	
30,000					
$ 29,000					
28,000					
27,000	1	1		1	
26,000					
25,000			1		
$ 24,000		1	1		
23,000					
22,000			1		
21,000					
20,000					
$ 19,000				1	
18,000					
17,000					
16,000					
15,000					
$ 14,000					
13,000					
12,000					
11,000					
10,000					
#	6	10	8	5	0
90%		53,100			
75%		45,000			
Median - 50%		41,000			
25%		31,909			
10%		24,300			
Mean		39,418			
S.D.		8,982			

9-10 Month Salary	Full Professor	Associate Professor	Assistant Professor	Lecturer/ Instructor	Other Rank

Academic Rank

FIGURE 11.8

EDUCATIONAL ADMINISTRATION -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000					1		1	
$ 59,000 58,000 57,000 56,000 55,000							1	
$ 54,000 53,000 52,000 51,000 50,000								
$ 49,000 48,000 47,000 46,000 45,000					1			1
$ 44,000 43,000 42,000 41,000 40,000								
$ 39,000 38,000 37,000 36,000 35,000					1		1	
$ 34,000 33,000 32,000 31,000 30,000								
$ 29,000 28,000 27,000 26,000 25,000								
$ 24,000 23,000 22,000 21,000 20,000			1					
$ 19,000 18,000 17,000 16,000 15,000								
$ 14,000 13,000 12,000 11,000 10,000								
N	0	0	1	0	3	0	3	1
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.C

RESEARCH POSITIONS -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000						1		
$ 60,000 to $ 69,000								
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								1
51,000								
50,000								
$ 49,000								
48,000								
47,000								
46,000								
45,000								
$ 44,000								
43,000								
42,000							1	
41,000								
40,000								
$ 39,000		1			1			1
38,000								
37,000								
36,000								
35,000			1					
$ 34,000								
33,000								
32,000								
31,000				1				
30,000		1				1		
$ 29,000	1							
28,000								
27,000								
26,000				1				
25,000			1					
$ 24,000								
23,000								
22,000								
21,000								
20,000					1			
$ 19,000								
18,000								
17,000								
16,000								
15,000				1				
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	2	2	2	1	1	1	1
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.D

RESEARCH ADMINISTRATION -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								1
$ 60,000 to $ 69,000							1	
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000					1			
50,000								
$ 49,000				1				
48,000								
47,000								
46,000					1			
45,000								
$ 44,000								
43,000								
42,000								
41,000								
40,000				1				
$ 39,000								
38,000								
37,000								
36,000								
35,000								
$ 34,000								
33,000							1	
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	0	0	2	2	0	1	1
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.6

DIRECT HUMAN SERVICES (LICENSED AND NOT LICENSED) -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more				1			1	
$ 90,000 to $ 99,000				1				
$ 80,000 to $ 89,000					1	1		1
$ 70,000 to $ 79,000			1	1	1	1	2	3
$ 60,000 to $ 69,000			2	4	5	2		5
$ 59,000								1
58,000								1
57,000								
56,000					1	1		
55,000			2		1	3		1
$ 54,000					1	1	2	
53,000				1	1	1	1	
52,000					1			
51,000						1		1
50,000			2	4	1	1		2
$ 49,000						1	1	1
48,000				1			2	1
47,000				1		2	2	1
46,000				3	3			
45,000		1	1	5	2	1	1	2
$ 44,000					1	3		
43,000				2	3	1		1
42,000		1	2	2	1	4		2
41,000				1		1		
40,000			2	2	5	3		1
$ 39,000								
38,000		1	1	2	2		1	1
37,000				2	2	1	1	2
36,000				4	3	1		1
35,000		2	2	7	6		1	
$ 34,000		1	1	1	2	1		
33,000			3	2	6			2
32,000			5	2		1		1
31,000		1	2	2	1	3		1
30,000		2	9	2	1	1		5
$ 29,000		2		1	1			
28,000		1		2	3	1		1
27,000		2	5	1		1	1	
26,000		4	2		1			
25,000		1	7	1	2			
$ 24,000		1	1	1				
23,000		2	3	1	1			
22,000			1					
21,000		1	3				1	
20,000		2	1	1				
$ 19,000		1		1				
18,000		1				1		
17,000		1		1				
16,000								
15,000								
$ 14,000								
13,000								
12,000			2		1			
11,000								
10,000			1					
N	0	72	81	83	81	39	18	38
90%		36,733	50,056	60,000	60,000	60,000	81,500	69,700
75%		30,275	37,250	47,833	46,000	52,556	53,833	58,972
Median = 50%		26,000	30,000	38,000	37,000	42,778	47,333	45,000
25%		23,500	25,000	32,000	33,000	36,000	36,500	33,000
10%		19,400	21,000	26,889	28,000	30,000	20,900	30,000
Mean		27,164	32,234	41,242	40,616	44,504	48,160	47,111
S.D.		6,518	11,885	14,683	12,510	12,672	20,746	14,831
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.F

ADMINISTRATION OF HUMAN SERVICES -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more			1	1				
$ 90,000 to $ 99,000				1				1
$ 80,000 to $ 89,000						1		
$ 70,000 to $ 79,000							2	
$ 60,000 to $ 69,000				1	2		1	
$ 59,000								
58,000								
57,000								
56,000					1			
55,000					1	1	2	
$ 54,000								1
53,000							1	
52,000				1				
51,000								
50,000						1		
$ 49,000				1				
48,000			1					
47,000			1			1		
46,000					1			1
45,000				1	1	1		
$ 44,000						2		
43,000							1	
42,000					2	1	1	
41,000						1		1
40,000			2	2	1		1	
$ 39,000					1			
38,000			1				1	
37,000			1		1			
36,000			1	3	1			
35,000					1	3		
$ 34,000					1			
33,000			1					
32,000		1		2			1	
31,000			1					
30,000			1	2	1			
$ 29,000								
28,000		1		1			1	
27,000		2		1				
26,000								
25,000			1					
$ 24,000			2		1			
23,000								
22,000				1				
21,000			1					
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000			1					
11,000								
10,000								
N	0	4	16	18	16	12	12	4
90%			61,600	96,500	60,900	76,700	76,200	
75%			40,000	49,750	52,750	49,250	62,500	
Median - 50%			34,500	36,000	41,000	44,000	48,000	
25%			24,250	30,000	35,250	36,500	38,500	
10%			18,300	26,500	28,200	35,000	29,200	
Mean			36,625	46,944	42,750	46,583	50,083	
S.D.			19,445	31,385	10,957	13,840	15,716	
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.G

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1	1		1
$ 90,000 to $ 99,000		1						
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000					1		1	1
$ 60,000 to $ 69,000			2	1		2		3
$ 59,000 58,000 57,000 56,000 55,000					1			1
$ 54,000 53,000 52,000 51,000 50,000			1	1			1	
$ 49,000 48,000 47,000 46,000 45,000				1				
$ 44,000 43,000 42,000 41,000 40,000			1		1			
$ 39,000 38,000 37,000 36,000 35,000			1 1					
$ 34,000 33,000 32,000 31,000 30,000		1 1	1					
$ 29,000 28,000 27,000 26,000 25,000								
$ 24,000 23,000 22,000 21,000 20,000			1					
$ 19,000 18,000 17,000 16,000 15,000						1		
$ 14,000 13,000 12,000 11,000 10,000								
N		3	8	3	4	4	2	5
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.H

APPLIED PSYCHOLOGY POSITIONS (OTHER) -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more								1
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000								1
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
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$ 49,000								
48,000								
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46,000								
45,000								
$ 44,000								
43,000								
42,000								
41,000								
40,000			1					
$ 39,000								
38,000								
37,000								
36,000								
35,000								
$ 34,000								
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000						1		
26,000								
25,000			1					
$ 24,000								
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22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N			2			1		2
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.I

ADMINISTRATION OF APPLIED PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more						1		
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								1
$ 60,000 to $ 69,000				2				
$ 59,000							1	
58,000								
57,000								
56,000				1				
55,000							1	
$ 54,000						1		
53,000								
52,000						1		
51,000								
50,000					1			
$ 49,000								
48,000								
47,000								
46,000								
45,000								
$ 44,000					2			
43,000								
42,000								1
41,000								
40,000								
$ 39,000								
38,000								
37,000								
36,000								
35,000								
$ 34,000								
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000					1			
23,000								
22,000								
21,000								
20,000								1
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	0	3	4	3	2	3	
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

25

FIGURE 11.J

OTHER ADMINISTRATIVE POSITIONS -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$100,000 or more					1			2
$ 90,000 to $ 99,000								1
$ 80,000 to $ 89,000					2	1		1
$ 70,000 to $ 79,000				2			1	1
$ 60,000 to $ 69,000					3	1		1
$ 59,000								
58,000								
57,000								
56,000								
55,000						1		
$ 54,000								
53,000						1		
52,000								
51,000								1
50,000								
$ 49,000								
48,000				1				
47,000								
46,000						1	1	
45,000						1		
$ 44,000								1
43,000							1	
42,000					1			
41,000								
40,000				1				
$ 39,000				1				
38,000								
37,000								
36,000								
35,000				1				
$ 34,000								
33,000							1	
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000				1				
26,000								
25,000			1					
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	0	1	7	7	6	4	8
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

12. SALARIES FOR SELECTED POSITIONS, REGIONS AND CITIES

The previous sections have presented data on the salaries/net incomes of doctoral-level and master's-level respondents who report full-time employment in a variety of positions and settings.

Table 12.A in this section presents data on median salaries and median years since the doctorate by geographic region and position. All of the full-time doctoral-level respondents were coded into regions on the basis of zipcode (5,176). Numbers are less than the totals for each region because respondents may be missing data on salary, position, or employment setting.

The category of "Independent Practice" includes doctoral-level psychologists who are involved in the delivery of direct services in private practice, group psychological practices or medical psychological group practices. Faculty positions in university settings include doctoral-level faculty who identified their employment settings as psychology departments, education departments, business schools or departments, or other academic units located in universities. For "Faculty in Other Settings", information is presented on faculty in other academic settings such as research centers and four- and two-year colleges.

The figures in this table cannot be validly applied to an individual salary or setting but should be used only in making general comparisons among the different regions and positions. This is because the median salaries may be affected by factors such as year of degree, years of experience, employment setting, field of degree, cost of living in a specific area as opposed to the more general region, and gender. To illustrate these differences, the median number of years since the doctorate has been provided for each category and region.

As was true in 1987, Table 12.B presents information on the median salaries of doctoral-level faculty in university settings, and for doctoral-level psychologists involved in the delivery of direct services in independent practice settings adjusted for the actual cost of living in selected cities. Both actual median salary and adjusted salary are reported, as is the size of the group on which the median is based. Cost of living index information is from the American Chamber of Commerce Researcher's Association's Inter-City Cost of Living Index for 289 cities from the third quarter of 1989, the time during which the survey was mailed to the sample of APA members. This index measures and reports prices for consumer goods and services for cities which supply this information.

In 1989, the table has been expanded to include a larger number of cities in various areas throughout the United States. The table continues to serve the purpose of demonstrating how the cost of living in different areas affects the salaries of members in those areas. The larger the urban area in which a respondent is employed, the higher the cost of living in that area. For instance, faculty in Los Angeles earn $36,3364 after

adjusting for the cost of living, almost $10,000 less than the unadjusted $46,000. Faculty in Nashville report a lower unadjusted 9-10-month median salary ($36,136) than faculty in Los Angeles, but because the cost of living is lower in Nashville, faculty there realize an adjusted 9-10-month median salary ($36,281) that is greater than that for faculty in Los Angeles.

TABLE 12.A

1989 MEDIAN SALARIES AND MEDIAN YEARS SINCE DOCTORAL DEGREE FOR DOCTORAL-LEVEL PSYCHOLOGISTS BY REGION AND POSITION

REGION	Independent Practice	Direct Service Other Settings	Faculty in Universities	Faculty Other Settings	Educational Administration	Research	Research Administration
	POSITION						
New England							
Median Salary:	$60,000	$45,000	$43,000	$41,000	$51,056	*	$57,500
Median Years:	13	10	15	15	18	*	16
N:	113	80	61	52	12	9	10
Middle Atlantic							
Median Salary:	$70,000	$46,000	$46,000	$40,909	$65,000	$59,500	$66,000
Median Years:	15	12	19	17	22	13	15
N:	210	208	124	111	29	22	21
East North Central							
Median Salary:	$65,000	$45,000	$40,955	$36,000	$56,000	$46,000	$58,000
Median Years:	14	12	18	15	16	8	14
N:	215	145	164	66	17	11	10
West North Central							
Median Salary:	$55,000	$44,000	$42,000	$34,000	*	*	*
Median Years:	15	13	20	15	*	*	*
N:	89	68	74	38	9	4	2
South Atlantic							
Median Salary:	$70,000	$45,000	$42,000	$37,318	$61,000	$51,000	$57,500
Median Years:	12	12	17	16	18	14	15
N:	249	130	157	84	15	30	24
East South Atlantic							
Median Salary:	$63,000	$43,000	$39,136	$36,818	*	*	*
Median Years:	13	11	13	10	*	*	*
N:	51	30	58	15	4	5	1
West South Atlantic							
Median Salary:	$70,000	$48,000	$38,000	$33,000	*	*	*
Median Years:	13	8	16	13	*	*	*
N:	124	49	71	23	9	5	2
Mountain							
Median Salary:	$61,000	$44,500	$43,682	$44,500	*	*	*
Median Years:	15	12	20	17	*	*	*
N:	85	51	53	12	5	2	4
Pacific							
Median Salary:	$72,000	$46,000	$49,045	$39,000	$62,000	$50,000	$58,500
Median Years:	14	12	17	14	20	8	14
N:	266	162	134	61	21	17	14

CONTINUED

TABLE 12.A (CONTINUED)

1989 MEDIAN SALARIES AND MEDIAN YEARS SINCE DOCTORAL DEGREE FOR DOCTORAL-LEVEL PSYCHOLOGISTS BY REGION AND POSITION

REGION	POSITION					
	Service Administration	Applied I/O Psychology	Applied Other	Administration of Applied	Other Administration	Other Positions
New England						
Median Salary:	$51,000	•	•	•	•	•
Median Years:	11	•	•	•	•	•
N:	62	9	4	8	3	5
Middle Atlantic						
Median Salary:	$51,000	$68,000	•	$72,000	$60,000	$47,000
Median Years:	16	12	•	20	18	17
N:	105	30	8	17	14	14
East North Central						
Median Salary:	$50,000	$67,500	•	•	•	•
Median Years:	14	14	•	•	•	•
N:	103	24	3	9	6	9
West North Central						
Median Salary:	$51,000	$85,000	•	•	•	•
Median Years:	15	17	•	•	•	•
N:	34	17	2	2	4	3
South Atlantic						
Median Salary:	$50,000	$57,500	•	$61,500	$60,000	$57,500
Median Years:	13	15	•	14	15	18
N:	79	22	7	14	25	17
East South Atlantic						
Median Salary:	$47,000	•	•	•	•	•
Median Years:	14	•	•	•	•	•
N:	18	3	2	3	1	2
West South Atlantic						
Median Salary:	$48,000	•	•	•	•	•
Median Years:	12	•	•	•	•	•
N:	31	8	4	6	9	2
Mountain						
Median Salary:	$50,000	•	•	•	•	•
Median Years:	12	•	•	•	•	•
N:	25	4	4	4	4	1
Pacific						
Median Salary:	$49,000	$60,000	$55,500	$68,000	•	$67,500
Median Years:	14	15	14	13	•	20
N:	82	24	10	10	9	19

Note. All salaries are reported for 11-12-month periods, with the exception of faculty salaries that are for 9-10-months. Converting 9-10-month to 11-12-month periods can be done by multiplying by 11/9.

•Insufficient number of respondents.

TABLE 12.B

1989 MEDIAN SALARIES ADJUSTED FOR COST OF LIVING IN SELECTED METROPOLITAN AREAS

Metropolitan Area	Cost of Living Index	FACULTY			INDEPENDENT PRACTICE		
		Median Salary	Adjusted Salary	N Size	Median Salary	Adjusted Salary	N Size
Atlanta	107.1	40,000	37,348	17	76,000	70,962	28
Cleveland	109.5	37,409	34,163	12	64,000	58,447	27
Columbus	102.4	39,273	38,353	11	50,000	48,828	20
Dallas/Fort Worth	103.5	36,409	35,178	10	71,000	68,599	49
Denver	101.5	44,000	43,350	14	51,500	50,739	32
Greensboro	97.5	36,909	37,855	14	48,500	49,744	12
Houston	101.9	39,000	38,273	27	45,000	44,161	25
Los Angeles	126.5	46,000	36,364	27	61,056	48,266	26
Manchester, NH	119.7	•	•	5	54,000	45,113	16
Miami	110.1	39,000	35,422	11	60,000	54,496	33
Milwaukee	102.8	•	•	7	60,000	58,824	29
Minneapolis/St. Paul	100.4	40,636	40,474	20	54,000	53,785	36
Nashville	99.6	36,136	36,281	14	•	•	8
Philadelphia	127.2	43,364	34,091	25	46,500	36,557	44
Phoenix	102.8	46,000	44,747	12	52,500	51,070	25
Pittsburgh	102.5	41,000	40,000	15	49,500	48,293	18
Portland	103.0	•	•	8	60,000	58,252	24

CONTINUED

TABLE 12.B (CONTINUED)

1989 MEDIAN SALARIES ADJUSTED FOR COST OF LIVING IN SELECTED METROPOLITAN AREAS

Metropolitan Area	Cost of Living Index	FACULTY			INDEPENDENT PRACTICE		
		Median Salary	Adjusted Salary	N Size	Median Salary	Adjusted Salary	N Size
Raleigh/Durham	101.5	43,227	42,588	16	60,000	59,113	22
Richmond	107.2	40,000	37,313	11	60,000	55,970	16
St. Louis	97.5	45,000	46,154	11	57,500	58,974	24
San Diego	131.0	45,000	34,351	13	56,222	42,918	37
San Francisco	144.5	65,045	45,014	14	62,000	42,907	34
Seattle	111.1	35,500	31,953	16	65,000	58,506	24
Washington, DC	128.4	42,000	32,710	17	68,000	52,960	16

Note. Salaries for faculty are reported for a 9-10-month period, while those for independent practitioners are reported for an 11-12-month period. Conversion from 9-10-month to 11-12-month periods can be accomplished by multiplying by 11/9; converting from 11-12-month salaries to 9-10-month, multiply by 9/11.

• Insufficient numbers to generate median and adjusted salaries.

References

American Chamber of Commerce Researchers Association (1989). Inter-city cost of living index, third quarter 1989. Indianapolis: American Chamber of Commerce Researchers Association.

Pion, G., Wicherski, M., & Kohout, J. (1989). 1988-89 Faculty salaries in graduate departments of psychology. Washington, DC: American Psychological Association.

APPENDIX A

Instrument

RETURN AS SOON AS POSSIBLE

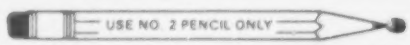
15962

AMERICAN PSYCHOLOGICAL ASSOCIATION
1989 SALARY SURVEY

ALL RESPONSES ARE CONFIDENTIAL

MARKING DIRECTIONS

- Use only a soft black lead pencil (No. 2 is ideal).
- Make heavy black marks that fill the oval.
- Erase cleanly any answer you wish to change.
- Make no stray markings of any kind.



INCORRECT MARKS ✓ ✗ ⊙ CORRECT MARK ●

1. **Present Employment.** Are you currently working full time in a salaried position, self-employed, or in independent practice? (Mark one only)

- ○ Yes, I am currently employed full time (i.e., at least 35 hours per week) in a single salaried position
- ○ Yes, I am self-employed at least 35 hours per week (not individual private practice)
- ○ Yes, I am currently employed full time (at least 32 hours per week) in independent practice

→ (GO TO QUESTION 2)

- ○ No, I am employed less than 35 hours per week
- ○ No, I am employed 35 or more hours per week but as a result of two or more part-time positions
- ○ No, I am either retired, am not employed, am a student, or have a postdoctoral fellowship

→ (STOP HERE AND RETURN THE QUESTIONNAIRE IN THE ENCLOSED ENVELOPE)

2. **Current Major Field.** Please indicate your current major field or professional identification. (Mark one only)

- ① Biopsychology
- ② Clinical
- ③ Cognitive
- ④ Community
- ⑤ Comparative
- ⑥ Counseling
- ⑦ Developmental
- ⑧ Educational
- ⑨ Engineering
- ⑩ Experimental
- ⑪ General
- ⑫ Health
- ⑬ Industrial/organizational
- ⑭ Personality
- ⑮ Physiological
- ⑯ Psycholinguistics
- ⑰ Psychometrics
- ⑱ Psychopharmacology
- ⑲ Quantitative
- ⑳ School
- ㉑ Social
- ㉒ Systems/History/Methods
- ㉓ Other, in psychology; please specify →
- ㉔ Other, not in psychology; please specify →

3. **Highest Degree.** (Mark one only)

- ○ Doctorate (PhD, EdD, PsyD)
- ○ Master's (MA, MS, MEd)
- ○ Other degree

4. **Year of Highest Degree.** Indicate in boxes the year you received your highest degree (e.g., 1968 = 68)

19 [ ][ ]

← Write the year in the boxes.

Then, mark ← the matching oval below each box.

⑤	⑤
⓪	⓪
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

5. **Total Years Work Experience.** Generally, this will be the number of years since receipt of highest degree. However, exceptions are:

- A period of one or more years since receipt of highest degree when you did not work.
- Work experience at professional level before receiving highest degree.
- Since highest degree, there has been a major change in your specialty field such that prior work experience is irrelevant to present employment.

[ ][ ]

← Write the total number of years in the boxes.

Then, mark ← the matching oval below each box.

⑤	⑤
⓪	⓪
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

6. **Employment Setting.** Please indicate your full-time employment setting. (Mark one only)

Educational Institutions and School Systems

University (not medical or professional school)

- ○ 01 Psychology department
- ○ 02 Education department
- ○ 03 Business school or department
- ○ 04 Other academic department or unit
- ○ 05 Management or administrative office
- ○ 06 Student counseling or services center
- ○ 07 Research center or institute
- ○ 08 Other university setting

Four-year College

- ○ 11 Psychology department
- ○ 12 Education department
- ○ 13 Business school or department
- ○ 14 Other academic department or unit
- ○ 15 Management or administrative office
- ○ 16 Student counseling or services center
- ○ 17 Research center or institute
- ○ 18 Other four-year college setting

- ○ 21 Two-year college
- ○ 22 Medical school, psychiatry department
- ○ 23 Medical school, other than psychiatry department
- ○ 24 Professional school of psychology, affiliated with a university
- ○ 25 Professional school of psychology, free standing
- ○ 26 Professional school (not psychology) (e.g., law, nursing)
- ○ 27 Elementary or secondary school
- ○ 28 School system administration
- ○ 29 Other educational setting (e.g., educational or special education)

Human Service Settings

- ○ 31 Public general hospital
- ○ 32 Private general hospital
- ○ 33 City, county, state psychiatric hospital

(continued in next column)

- ○ 34 Not for profit, private psychiatric hosp.
- ○ 36 For profit, private psychiatric hospital
- ○ 35 VA hospital
- ○ 37 Military hospital (e.g., Air Force)
- ○ 41 Individual private practice
- ○ 42 Group psychological practice
- ○ 43 Medical psychological group practice
- ○ 44 Outpatient mental health center (non-standing)
- ○ 45 Community mental health center (e.g., CMHC)
- ○ 38 Independent Practice Association (IPA)
- ○ 46 Health Maintenance Organization (HMO, excluding IPA)
- ○ 39 Preferred Provider Organization (PPO)
- ○ 47 Counseling or guidance center (non-university or college)
- ○ 48 Nursing home
- ○ 49 Specialized health service (e.g., sub-normal school or mental retardation)
- ○ 40 Other human service setting (not listed above)

Other Employment Settings

- ○ 51 Self-employed (not private practice)
- ○ 52 Consulting firm
- ○ 53 Private research organization (e.g., [illegible])
- ○ 54 Other research organization (e.g., [illegible])
- ○ 55 Business or industry (including self-employed in research organization)
- ○ 61 Criminal justice service
- ○ 62 Military service (not military hospital)
- ○ 63 Federal government agency (other than above settings)
- ○ 64 State government agency (other than above settings)
- ○ 65 Local government agency (other than above settings)
- ○ 66 Other [illegible]
- ○ 67 Other [illegible]

PLEASE TURN PAGE →

DO NOT WRITE IN THIS SHADED AREA

7. **Type of position.** Please select the **ONE** category that best describes the type of position you hold in your primary employment setting (as indicated in Question 6). You may be involved in several different types of work activities, however, your employment position can usually be described by **ONE** of the following categories.

Faculty Position. Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

- ○ Full Professor
- ○ Associate Professor
- ○ Assistant Professor
- ○ Lecturer/Instructor
- ○ Other Faculty Position

○ **Educational Administration**. Includes college or university administrative positions (such as provost or dean) although you also may have a faculty appointment. Does **not** include department chair. Also includes superintendent of school district or other administrative position related to education.

○ **Research**. Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

○ **Administration of Research**. Includes managing a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is administering research activities, including the supervision of research personnel.

○ **Direct Human Services**. Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

○ **Administration of Human Services**. Includes managing a program of human services. Although you may be directly involved in delivering human services, your primary responsibility is administering human service activities, including supervising human service personnel.

○ **Other Applied Psychology**. Includes the practice of industrial/organizational psychology, personnel selection or assessment, systems or equipment design, organizational consultation, analysis or training.

○ **Administration of Applied Psychology**. Includes managing an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is administering the program, including supervising personnel.

○ **Other Administrative Position**. Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

○ **Other Position**. Includes any position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

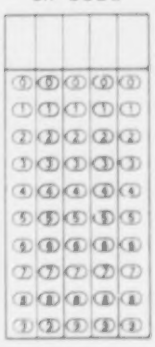
Please specify →

8. **ZIP code of Employment Setting.** Indicate the ZIP code of your full-time employment setting.

Write the ZIP code here. →

Then, mark the matching oval below each box. →

ZIP CODE



9. **Full-Time Salary or Net Income (9-10 month or 11-12 month).** If you hold a full-time salaried position, please indicate in thousands of dollars the **current** amount of salary from this position (e.g., the salary for academic year 1988-89 or fiscal year 1989). If you are employed full time in a self-employment position or independent practice, indicate in thousands of dollars your **net income** (i.e., your total income after deducting office expenses) for the previous 12 months.

Write in boxes total annual salary/net income in thousands of dollars. (e.g., $27,000 = 027)

Then, mark the matching oval below each box. →

$,000.00

10. **Indicate if your salary/net income is for a 9-10-month period or 11-12-month period.** (Mark one only)

○ 9-10 months ○ 11-12 months

11. **Are you licensed or certified under law by a state board of psychological examiners to engage in the independent practice of psychology in the state in which you now work?**

○ Yes ○ No

12. **Currently, do you independently provide direct services on a fee-for-service basis (i.e., in individual or group practice)? Direct services include assessment and psychotherapy.**

○ Yes ○ No — Skip to Question 14

13. **What is the typical hourly fee that you charge individual clients for psychotherapy?**

Write hourly fee in boxes. (e.g., $95 = 095)

Then, mark the matching oval below each box. →

$ .00

14. **If you have any comments regarding this survey or its contents, please write them on a separate sheet of paper and return it with the questionnaire.**

Thank you very much for your cooperation. Return this completed form in the enclosed postage-paid envelope to:

1989 APA Salary Survey
Questar Data Systems, Inc.
2905 West Service Road
Eagan, MN 55121-9988

RETURN AS SOON AS POSSIBLE.

APPENDIX B

States Comprising Geographic Regions in the United States

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States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
MIDDLE ATLANTIC:	New Jersey
	New York
	Pennsylvania
EAST NORTH CENTRAL:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
WEST NORTH CENTRAL:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
SOUTH ATLANTIC:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
EAST SOUTH CENTRAL:	Alabama
	Kentucky
	Mississippi
	Tennessee
WEST SOUTH CENTRAL:	Arkansas
	Louisiana
	Oklahoma
	Texas

APPENDIX C

Demographic Characteristics of the Membership, Respondents, and non-respondents

APPENDIX C

DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION, RESPONDENTS AND NON-RESPONDENTS TO THE 1989 SALARY SURVEY

Characteristic	Population (N=26,131) %	Respondents (N= 6,913) %	Non-Respondents (N= 3,143) %
Current major field			
Clinical	44.7	45.3	42.6
Counseling	9.7	8.9	10.4
School	4.2	4.8	4.9
Industrial-organizational	5.4	5.4	5.3
Developmental	3.4	2.6	3.3
Educational	2.8	2.9	3.5
Social	3.3	2.1	2.5
Experimental, comparative, and physiological	3.5	1.6	2.9
Other, in psychology	16.6	11.1	17.5
Other, not in psychology	4.1	2.8	2.9
Not specified	2.2	12.2	4.0
Highest degree earned			
Doctorate	91.7	88.5	83.3
Masters	6.7	11.3	16.7
Other and not specified	1.6	0.1	0.0
Years since highest degree			
Less than 5	2.5	10.9	7.0
5 - 9	22.7	21.0	20.2
10 - 14	26.3	20.2	23.6
15 - 19	21.9	16.9	21.8
20 - 24	12.6	9.3	14.0
25 years or more	12.8	9.6	12.5
Not specified	1.1	12.2	0.8
Licensed or certified	72.2	62.0	67.2
Sex			
Male	70.4	62.9	63.3
Female	29.6	37.1	36.7
Region			
New England	9.4	9.2	10.3
Middle Atlantic	21.0	20.6	24.8
East North Central	15.3	15.5	14.0
West North Central	6.6	6.7	5.5
South Atlantic	16.4	16.4	14.8
East South Central	3.5	3.4	2.7
West South Central	6.8	6.4	5.9
Mountain	5.3	4.8	4.8
Pacific	15.7	16.9	17.2

Source: With the exception of sex (1989 Directory survey, APA), data for respondents are from 1989 Salary Survey responses. Data for non-respondents are from 1989 Directory Survey, APA. Data on population include all those members of APA who were less than 65 years old, reported full-time employment in one position and were US residents in 1987.